

**Plaintiff  
Jackie Fisher's**

**Response in Opposition  
to Defendants'**

**Motion for  
Summary  
Judgment**

**EXHIBIT**

**21**



David Watson, RN  
Huntsville District Nurse Manager  
UTMB Correctional Managed Care

May 2, 2006

Jacklyn Fisher, RN  
Estelle Facility  
University of Texas Medical Branch at Galveston  
UTMB Correctional Managed Care

Dear Ms. Fisher:

I have carefully reviewed your response regarding my intent to demote. I found nothing compelling in your response to alter the decision to demote you.

However, I have made the decision that you will be demoted to the position of Assistant Nurse Manager rather than Nurse Clinician III as originally intended. You will be assigned to the Wynne Unit and answer directly to Cluster Nurse Manager Kim Roddey. In addition, you will be reassigned to District Nurse Manager Carol Warren. Your salary will be \$65,352.00, annualized. This action will be effective on May 6, 2006.

You have the right to appeal my decision under the UTMB Human Resources Appeal Policy 3.10.2. If you wish to do so, you must contact Sandy Rader, Human Resources Administrator within five (5) working days.

Sincerely,

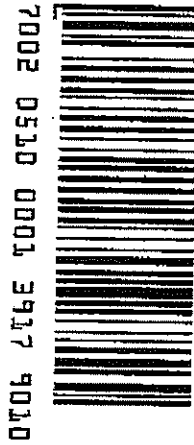
A handwritten signature in black ink, appearing to read 'David Watson', is written over a horizontal line.

David Watson, RN  
District Nurse Manager

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UTMB MANAGED CARE  
Attn: Human Resources  
3009 A Hwy 30 West  
Huntsville, Tx 77340

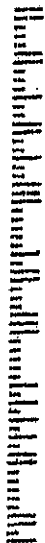
**CERTIFIED MAIL**



**RETURN RECEIPT  
REQUESTED**

Ms. Jackie Fisher  
1150 FM 2296  
Huntsville, Tx 77340

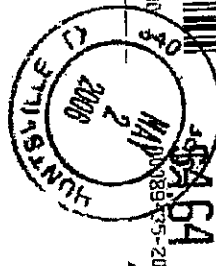
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